KENYA NATIONAL DEVELOPMENT PROGRAMME

Gender Equity and Inclusion

JINSIA YA TAIFA

The National Gender Equity and Inclusion Vision

A twenty-year programme to embed gender equity across every dimension of national life — land, labour, health, education, governance, culture, and the law — and to create the legal architecture that holds every other programme document to its gender obligations.

Kenya National Development Programme | Gender Equity Directorate | Year One

Preamble

Every programme in the Kenya National Development Programme contains an assumption that has never been made explicit: that the benefits of development reach women and men, girls and boys, on equal terms. That assumption is false. Not because the programmes are designed to exclude — they are not — but because the structures through which development is delivered have been built over generations in ways that systematically advantage men and disadvantage women. A dam that creates irrigation land titles it to the male household head. A cooperative that pays dividends pays them to the registered member, who is almost always male. A housing upgrading programme that issues Occupancy Certificates defaults to the husband's name. A professional sports league that generates TV revenue produces none for women's competition unless explicitly required to. These are not edge cases. They are the default settings of Kenyan institutional life.

Jinsia ya Taifa does not accept that default. This document does two things simultaneously. It builds the standalone programmes that have no other home in the

national vision: the legal architecture for gender equity across all genders, the SGBV response infrastructure, the care economy investment, the maternal health emergency programme, the boys and men programme. And it generates the amendment obligations that every other programme document must incorporate — the specific changes to Housing, Agriculture, Industry, Mining, Tourism, Education, Health, and Culture that make gender equity structural rather than aspirational in each of those sectors.

The framing of this document is deliberate. Gender equity is not a welfare intervention for a vulnerable group. It is a productivity and governance imperative. A Kenya in which women control their land, capture their agricultural income, access emergency obstetric care, and participate in cooperative and political governance on equal terms with men is a Kenya growing at a materially higher rate than a Kenya that does not. The evidence from Ethiopia's land titling programme, from Rwanda's cooperative governance reforms, from Bangladesh's maternal health investment, and from a hundred other contexts is unambiguous: gender equity is not a cost. It is a return.

This document also addresses a gap that gender policy in Kenya has consistently avoided: the inclusion of all genders in the legal and programme framework. The national programme is built for every Kenyan. The legal architecture it establishes protects every Kenyan from discrimination, exploitation, and exclusion in the workplace, in property ownership, in access to services, and in participation in public life — regardless of gender identity or expression.

The Cross-Programme Architecture
Jinsia ya Taifa operates at two levels simultaneously.
LEVEL ONE — The Standalone Programme: Sections One through Seven contain programmes that are the exclusive responsibility of the Gender Equity Directorate and have no other home in the national vision. These include the Gender Equity Act, the SGBV response infrastructure, the care economy investment, the maternal health emergency programme, and the boys and men component.
LEVEL TWO — The Cross-Programme Amendment: Section Eight contains the Gender Equity Amendment Schedule — a complete set of specific obligations that each programme document must incorporate. These amendments are legally binding on the relevant sector directorates from Year One. The Gender Equity Compliance Certificate (Section Seven) is the enforcement mechanism.

SECTION ONE

The Doctrine — Gender Equity as Development Infrastructure

1.1 Why the Cross-Cutting Approach Has Failed

Every Kenyan development plan since 2003 has contained a gender mainstreaming commitment. Every one has failed to produce gender equity outcomes commensurate with the commitment. The failure is not one of intention. It is one of mechanism. Mainstreaming without enforcement produces a paragraph in each sector document that nobody measures and nobody enforces. The result is that the paragraph exists and the inequality persists.

The two-thirds gender rule in the Constitution of Kenya is the most visible example of this failure. The rule is clear, the legal obligation is unambiguous, and Parliament has never complied. Not because it cannot — the mechanisms for complying are well understood — but because there is no enforcement consequence that is sufficiently costly to overcome the political resistance. A constitutional obligation without an enforcement mechanism is a declaration, not a law.

Jinsia ya Taifa resolves this by making gender equity a condition of programme delivery rather than an addendum to it. The Gender Equity Compliance Certificate is the instrument: no new national programme institution may be established, no programme capital above Ksh 500 million may be released, and no sector ministry may claim programme delivery credit for any initiative that has not received a GECC from the Gender Equity Directorate. This is not a bureaucratic hurdle. It is the mechanism that makes gender equity structural.

Failure Mode	What It Looks Like	What This Programme Does Instead
The Checklist Document	Gender targets stated without mechanisms. 30% women in X. 50% representation in Y. No institutional change required to produce the outcome.	Every target in this document is accompanied by a specific mechanism — a legal provision, a funding instrument, a licence condition, or an institutional design change — that produces the outcome.
The Vulnerable Group Framework	Women treated as recipients of welfare rather than holders of rights and economic agents whose exclusion represents a market failure and a governance failure.	The framing is rights and economics simultaneously. Women's land rights are a property rights issue. Women's agricultural income capture is a market efficiency issue. Maternal mortality is a public health infrastructure failure.

Failure Mode	What It Looks Like	What This Programme Does Instead
The Urban Professional Document	Policy centred on corporate board representation and formal sector wage gaps, addressing perhaps 10% of Kenyan women while ignoring the 90% in rural agriculture, informal urban employment, and subsistence production.	The primary focus of this programme is rural women, agricultural women, and women in the informal economy. Formal sector reforms matter and are included, but they are not the headline.
The Parallel Programme	A gender document that exists alongside sector documents without binding them. Sectors carry on with a gender paragraph that is never enforced.	The Amendment Schedule (Section Eight) makes specific, named obligations in each programme document legally binding. The GECC is the enforcement mechanism.

1.2 The Inclusion of All Genders

The Kenya National Development Programme is built for every Kenyan. The legal architecture established by this document protects every Kenyan from discrimination, exploitation, and exclusion — regardless of gender identity or expression. This is not a departure from the programme's primary focus on the structural disadvantage of women and girls, which remains acute and central. It is a recognition that a legal framework designed to produce equity must be designed for the full range of human experience.

The Gender Equity Act (Section Two) prohibits discrimination on the basis of gender identity and expression in employment, in access to public services, in housing allocation, in education, in healthcare, and in the exercise of constitutional rights. This prohibition applies to all institutions established under the national programme — every CRC, every Sports Institute, every Housing Production Centre, every TVET, every university agricultural enterprise, every cooperative, every mining operation, every tourism enterprise, and every professional league.

The practical implications: no person may be denied an Occupancy Certificate, a cooperative membership, an ADBK loan, a TVET place, a CRC programme slot, or any other programme benefit on the grounds of gender identity or expression. No employer operating under a national programme licence may refuse employment, deny promotion, or pay a different wage on the grounds of gender identity. The compliance mechanism is the same GECC that applies to all gender equity obligations.

1.3 The Evidence Base — Why This Is an Economic Argument

The programme makes the economic case for gender equity because that case is the most durable. Political commitments change. Economic arguments accumulate evidence. The following data points are the foundation of the programme's fiscal justification:

Evidence	Programme Implication
Women perform 70–80% of subsistence agricultural labour in Kenya but control an estimated 10–15% of agricultural cash income. If women's agricultural productivity were equal to men's — holding all other factors constant — Kenya's agricultural GDP would increase by an estimated 20–30% (FAO, World Bank assessments).	The agricultural income capture reforms in Section Three and in the Amendment Schedule to Shamba la Taifa are not welfare — they are agricultural productivity policy.
Ethiopia's dual land title programme (2003–2008) produced: 40% increase in women's investment in land improvements; 33% reduction in intimate partner violence; 20% improvement in child nutrition outcomes; all within five years of implementation (Deininger et al., 2011).	Dual titling in the Housing and Agriculture amendments is one of the highest-return investments in the entire programme.
Maternal mortality at 342 per 100,000 live births costs Kenya an estimated Ksh 8–12 billion annually in lost productive years, health system burden, and household economic disruption (WHO, Ministry of Health estimates).	The maternal health programme in Section Five is simultaneously a health investment and an economic productivity investment.
SGBV costs Kenya an estimated 2–4% of GDP annually in lost productivity, health utilisation, and reduced labour force participation (World Bank, 2020).	The SGBV programme in Section Six has a direct fiscal return. It is not a cost to the programme. It recovers a cost that the programme is currently bearing silently.
Countries where women hold 40%+ of cooperative governance positions have cooperative	The cooperative governance gender requirements in the Agriculture amendment are productivity policy, not representation

Evidence	Programme Implication
performance outcomes (yield, income, market access) 25–35% better than cooperatives with male-dominated governance (ILO, 2019).	theatre.

SECTION TWO

The Legal Architecture

2.1 The Gender Equity Act

The Gender Equity Act is the overarching legal instrument that makes every obligation in this document and every gender obligation in every other programme document legally enforceable. It is drafted in Year One and enacted by Year Two. It supersedes the existing Sexual Offences Act, Employment Act gender provisions, and Anti-Discrimination provisions in the relevant statutes — not by repealing them but by creating an overarching framework within which all existing provisions sit and against which any gaps or inconsistencies are resolved in favour of equity.

Act Provision	Content
Part I — General Prohibition	Discrimination on the basis of sex, gender identity, gender expression, pregnancy, marital status, or family responsibility is prohibited in: employment and occupation; access to land, property, and housing; access to education and training; access to health services; access to financial services; participation in cooperative and community governance; access to public services and programme benefits; participation in cultural, sporting, and civic life.
Part II — Positive Obligations	All public bodies, all programme institutions, all licensed private entities employing more than 50 persons, and all cooperative societies with more than 100 members must: maintain a Gender Equity Policy; designate a Gender Equity Officer at senior management level; submit an annual Gender Equity Report to the Gender Equity Directorate; and obtain a Gender Equity Compliance Certificate before any new capital expenditure above Ksh 100 million.
Part III — Land and Property	All new tenure instruments issued under the Land Registration Act, the Community Land Act, and the National Housing Programme are issued in the names

Act Provision	Content
	of all adult members of a household where two or more adults share occupation. No single-name title may be issued to a household unit without a written declaration from all adult household members that single-name title is their informed preference. The declaration form is available in all official languages and must be completed without coercion.
Part IV — Employment	Equal pay for work of equal value is a legal right. Any employer paying different rates for work of equal value on grounds of gender is liable to a fine of up to Ksh 5 million and a back-pay order for all affected employees for up to five years. Gender pay audits are mandatory for all employers above 100 workers. Audits are submitted to the Labour and Employment Directorate and published on the national gender data portal.
Part V — Governance and Representation	No elected or appointed governance body established under any national programme Act may have more than two-thirds of its members of any one gender. This applies to: boards of all national programme institutions; county programme oversight committees; cooperative society governance bodies; professional league boards; Sports Institute management; university governing councils. Appointments that result in non-compliance are void.
Part VI — The Gender Equity Tribunal	A specialist tribunal with jurisdiction over all complaints arising under this Act. Three-member panels: a senior advocate (chair), a gender expert, and a community representative. 45-day resolution target. Remedies: compensation, reinstatement, injunction, title rectification, mandatory policy change, publication of findings. Appeal to the High Court on points of law only.
Part VII — The Gender Equity Compliance Certificate	The GECC is issued by the Gender Equity Directorate. It is required before: establishment of any new national programme institution; release of programme capital above Ksh 500 million; approval of any county programme plan; licensing of any industrial, mining, or tourism enterprise above a prescribed threshold. GECC assessment criteria are published. Assessment is completed within 60 days of application. Refusal must be in writing with reasons. Appeal to the Gender Equity Tribunal.

2.2 The Gender Equity Tribunal — Operational Design

The Tribunal is the enforcement institution that distinguishes this framework from all previous Kenyan gender policy. It has jurisdiction, it has remedies, it has a timeline, and it is accessible without legal representation.

Tribunal Element	Specification
Jurisdiction	All complaints under the Gender Equity Act. All disputes arising from the gender obligations in the Amendment Schedule to any national programme document. All disputes about GECC refusals or conditions. All complaints about institutional non-compliance with the two-thirds rule.
Access	Complaints filed in writing, by telephone, or through any CRC community civic education officer. No filing fee. Forms available in Swahili, English, and the three most widely spoken regional languages in each county. Legal representation permitted but not required.
Timeline	Acknowledgement within 5 working days. Mediation offered within 15 days. Hearing within 45 days if mediation fails. Determination within 60 days of hearing. Urgent applications — those involving immediate loss of home, land, or livelihood — heard within 5 working days.
Remedies	Compensation for lost earnings, lost land value, or other quantifiable loss; back-pay orders; reinstatement orders; title rectification orders (correcting a land title to include the wrongly excluded spouse); mandatory institutional policy change orders; publication of findings where there is public interest.
Enforcement	Tribunal orders are enforceable by the High Court without further hearing. An institution that fails to comply with a Tribunal order within 30 days faces: fine of up to Ksh 10 million; suspension of its GECC; and, for programme institutions, referral to the relevant Cabinet Secretary for board dismissal proceedings.
Transparency	All Tribunal determinations are published on the national gender data portal within 14 days, subject to privacy redaction. The Tribunal publishes an annual report to Parliament. Patterns of non-compliance by specific institutions or sectors are reported to the relevant parliamentary committee.

2.3 The National Gender Data System

A legal framework without measurement is a framework without accountability. The National Gender Data System is the monitoring infrastructure that makes gender equity visible, trackable, and politically costly to ignore. It is maintained by the Kenya National Bureau of Statistics in partnership with the Gender Equity Directorate and updated annually.

Indicator	Current Baseline	Year 20 Target
Women's registered land title (% of all titles)	~1%	40%
Maternal mortality rate (per 100,000 live births)	342	50
Women in cooperative governance positions (% of elected positions)	~18%	45%
Gender pay gap — formal sector (% difference in median earnings)	~25%	Below 8%
Girls secondary school completion rate	~47%	85%
SGBV reporting rate (% of incidents reported to formal authority)	~12% (estimated)	45%
Women in programme institution governance bodies (% of positions)	~22% (current public bodies)	45% minimum, enforced by two-thirds rule
Women holding ADBK agricultural loans (% of loan book)	~15%	45%
Women in TVET technical programmes (% of enrolment)	~28%	48%
Households with dual-titled land instruments (% of all titled households)	0% (instrument does not exist yet)	70%

All indicators are published on the national gender data portal and on the National Governance Dashboard with the same visibility as macroeconomic indicators. County-level breakdowns are published for all indicators where county-level data collection is feasible. Counties in the bottom quartile on gender equity indicators receive a Gender Equity Improvement Notice and must submit a remediation plan

within 60 days — the same consequence structure as applies to housing and infrastructure delivery failures.

SECTION THREE

Land, Tenure and Property Rights

3.1 The Scale of the Problem

Women own approximately 1% of registered land in Kenya. This is not primarily a cultural problem. It is a legal and institutional problem compounded by cultural practice. The Land Registration Act does not prohibit women from owning land. But the administrative practice through which title is allocated — who signs the application, whose name the officer writes, whose consent is sought when land is sold or mortgaged — systematically produces male-titled land. Culture shapes the expectation; the institution confirms it.

The national programme's Housing and Agriculture visions together create the largest wave of new tenure instrument issuance in Kenya's history. Millions of Occupancy Certificates, Ground Leases, Community Land Register entries, and cooperative memberships will be created in the next twenty years. If those instruments are issued on the current default — male household head — the programme will have spent billions of shillings deepening the gender land gap rather than closing it. The reforms in this section prevent that outcome.

3.2 Mandatory Dual Title — Implementation

The Gender Equity Act Part III establishes mandatory dual titling for all household tenure instruments. This section specifies how that legal obligation is implemented in practice across the different tenure instruments in the Housing programme.

Tenure Instrument	Dual Title Implementation
Occupancy Certificate (OC)	The OC application form collects the names of all adults in continuous occupation of the plot. Where two or more adults jointly occupy, the OC is issued in all their names. The NLC's community mapping officers are trained to collect this information and to explain the dual-title right to all household members, including in cases where one spouse may be reluctant to disclose the other's occupation. The OC itself displays all names, linked to individual national ID numbers, on the face of the certificate.

Tenure Instrument	Dual Title Implementation
50-Year and 99-Year Leasehold Title	All leasehold titles are issued in the names of all adult household members where two or more share the property. Neither party may transfer, mortgage, or surrender the leasehold without the written consent of all named holders. A spouse who is coerced into signing a consent form has a cause of action before the Gender Equity Tribunal within 3 years of signing.
Sectional Title	Where a household purchases a unit in a social housing block, the sectional title is issued in the names of all adult household members. The Body Corporate register lists all named sectional title holders.
Community Land Register	Community land governance bodies must have women constituting at least one-third of their membership. Decisions about land allocation, land use change, or land disposal made at a meeting where women constitute less than one-third of those present are not valid decisions and may be challenged before the Gender Equity Tribunal within 6 months.
Inheritance protection	When a title-holder dies, the surviving co-holder retains the full title. The estate's remaining interest — the deceased's share — is administered by the estate but cannot be used to remove the surviving co-holder from the property. A surviving spouse who is not named on the title may apply to the NLC for retrospective inclusion on the basis of demonstrable long-term occupation, without cost, within 2 years of the title-holder's death.

3.3 The NLC Gender Field Programme

Dual-title legislation is necessary but not sufficient. The woman in a rural homestead who does not know her right exists, who is not present when the community mapping officer visits because she is in the fields, who cannot read the OC application form, and who is not told by her husband that there is a form to be signed — that woman is not reached by legislation alone. The NLC Gender Field Programme is the operational complement to the legal framework.

Programme Component	Specification
Women's rights outreach	Dedicated women's rights outreach sessions held at every settlement upgrading site, every cooperative hub, and every ULB parcel release. Sessions are held at times and in places that women can practically attend

Programme Component	Specification
	— not dawn meetings, not evening meetings in venues women cannot safely access, not settings where women are culturally expected not to speak.
Women community mapping officers	A minimum of 50% of all community mapping officer positions funded under the national programme are filled by women. This is not a soft preference — it is a contract condition. KRCC contracts for settlement mapping services specify the 50% requirement and withhold payment pending compliance certification.
Mobile NLC units	Mobile NLC registration units visit rural areas specifically to process dual-title applications from rural women whose land has already been titled in a husband's name and who wish to have their name added. The mobile unit requires only: identity documents, evidence of occupation (photographs, community member statements), and the existing title reference. Processing time target: 30 days.
Legal aid partnership	The National Legal Aid Service is required to designate land and property rights as a priority legal aid category. Any woman who cannot afford legal representation in a tenure dispute receives free legal aid, automatically, on application to any NLAI office, CRC civic education officer, or Tribunal registry.

SECTION FOUR

Agricultural Economic Empowerment

4.1 The Invisible Economy

Kenyan women perform an estimated 70–80% of subsistence agricultural labour. They plant, weed, harvest, process, and transport food. They do not, in most cases, control the income from cash crop sales. The male household head sells the harvest, holds the bank account, and makes the investment decisions. The woman's labour is the primary input to a productive system from which she captures a small fraction of the output. This is not primarily a cultural preference. It is a consequence of institutional design: the cooperative member is the title-holder, the bank account holder is the registered member, and the loan applicant is the person whose name is on the land.

The Agriculture programme (Shamba la Taifa) establishes the cooperative network, the ADBK loan product, and the extension service that will reach millions of Kenyan

farmers. Every one of those institutional touchpoints is an opportunity to change the default. The amendments to Shamba la Taifa (Section Eight) make that change. This section describes the standalone programmes that support those amendments.

4.2 The Women's Agricultural Finance Programme

The African Development Bank of Kenya operates a Women's Agricultural Finance window as a distinct product line within its rural loan portfolio. The product is not a welfare concession — it is a commercial product with a specific design adapted to women's circumstances.

Product Feature	Women's Window Specification
Collateral	The Women's Window accepts as collateral: a Community Land Register certificate in the woman's name or jointly titled; a savings history of 12 months or more with any registered SACCO; a letter of recommendation from a registered women's agricultural cooperative. It does not require a husband's counter-signature where the woman holds her own title.
Income assessment	Income assessment includes: informal agricultural income assessed against the previous two growing seasons' production records (kept by the SACCO or cooperative); remittance income; income from sale of processed agricultural products. Formal payslips are not required.
Group lending option	Women who do not yet hold individual title may access group loans through a registered women's agricultural cooperative. The group is jointly and severally liable. Maximum group size: 15. Maximum individual loan equivalent: Ksh 300,000 in the first cycle, scaling to Ksh 1,200,000 by Year Five for groups with clean repayment history.
Repayment calendar	Repayment schedule aligned to the agricultural cycle of the borrower's specific crop and region, not a uniform monthly schedule. Post-harvest repayment option available for all women's window products.
Financial literacy	All Women's Window loan approvals include a free financial literacy session delivered by an ADBK-trained cooperative extension officer. Session covers: record-keeping, savings habits, understanding loan terms, rights if the lender or cooperative acts improperly.

4.3 Women's Extension Service

Agricultural extension reaches women farmers at a fraction of the rate it reaches men. The reasons are well-documented: male extension officers visit male farmers at times of day when women are available but the officer is not, discuss crops and techniques with the household head who is male, and demonstrate practices to groups that women are culturally excluded from or practically unable to attend because of domestic responsibilities.

The national agriculture programme funds a Women's Extension Service as a specific stream within the county extension workforce. The WES is not a parallel system — it operates within the same extension department infrastructure. The distinction is in the officer profile, the visit schedule, and the topics covered.

WES Component	Specification
Officer profile	All WES positions are filled by women. This is not a discrimination against male officers in the general extension service — it is a specific product design decision, like designing a women-only banking window, based on the evidence that women farmers are more effectively reached by women extension officers.
Visit schedule	WES officers schedule visits at times women farmers are available: typically mid-morning on specific days when domestic labour patterns allow. Officers are also available at cooperative hub meetings, at school pickup times, and at the CRC women's programme sessions.
Topics	WES covers all standard extension topics plus: post-harvest processing, which is predominantly women's work and a major source of income leakage; market price information and negotiation; financial literacy and cooperative membership rights; women's land rights and how to access dual-title; referral to ADBK Women's Window products.
Quota	A minimum of 40% of all extension officer positions in the national agriculture programme are filled by women in Year One, rising to 50% by Year Five. County extension budgets that do not meet the quota receive a Gender Equity Improvement Notice and a deadline for compliance.

SECTION FIVE

The Care Economy and Social Infrastructure

5.1 The Invisible Constraint

Unpaid care work — childcare, elder care, household maintenance, water and fuel collection — is performed overwhelmingly by women in Kenya. It is not counted in GDP. It does not appear in any sectoral programme document. But it is the primary reason women have less time for paid employment, less time for cooperative meetings, less time for political participation, less time for education and training, and less access to CRC programmes and extension services. The care economy is the invisible structural constraint that sits beneath every other gender gap in this programme.

The response is not to ask men to do more housework — though changing economic conditions do produce cultural change over time and the boys and men programme (Section Six) addresses this directly. The programme response is infrastructure: investments in the physical and institutional systems that distribute care work more broadly and reduce the time burden on individual women.

5.2 Early Childhood Development as Women's Economic Empowerment

The Schools Infrastructure programme already mandates an ECD centre at every primary school. Jinsia ya Taifa makes the gender equity function of that infrastructure explicit: the ECD centre is women's economic empowerment infrastructure as much as it is children's education infrastructure. A mother whose child has safe, stimulating, affordable daytime care can work. A mother whose child does not, cannot.

ECD Gender Equity Element	Specification
Operating hours	ECD centres operate from 7am to 5:30pm. Not school hours — working hours. A mother who starts work at 7:30am must be able to drop her child before 7:30am. A mother who finishes at 5pm must be able to collect after 5pm. ECD centres that operate only during school hours are not functioning as economic empowerment infrastructure.
Cost	ECD is free at the point of access for all children under 5 whose household income is below Ksh 50,000 per month. Above this threshold, a means-tested fee applies. No

ECD Gender Equity Element	Specification
	child is turned away for inability to pay in the short term — fees in arrears are recoverable through county social support mechanisms, not by exclusion.
Gender of staff	A minimum of 60% of ECD staff are women. Not because men cannot teach young children — they can, and their presence is valuable — but because ECD employment is a formal employment pathway for women in communities where formal employment is otherwise scarce. The ECD workforce is a direct economic empowerment instrument.
CRC childcare	Every CRC runs a supervised childcare programme during its morning exercise sessions, its Women's Programme sessions, and its community event programme. This is not a professional ECD service — it is supervised play for children under 10 while their caregiver participates in CRC activities. Staffed by CRC programme volunteers with basic child safety training.

5.3 Community Elder Care

Elder care is the second major category of unpaid care work that constrains women's economic participation. Kenya's population is ageing — not rapidly by global standards, but the absolute number of elderly Kenyans requiring support is growing as the demographic transition proceeds. In the absence of formal elder care infrastructure, this burden falls on adult daughters and daughters-in-law.

The programme establishes a Community Elder Care programme delivered through the CRC network. Each CRC operates a daytime elder care session five days per week: supervised activities, meals, basic health monitoring by the county community health worker attached to the CRC, and social engagement. The programme is not a nursing home — it is a community daytime programme for older adults who are mobile but who need supervision and social engagement.

The cost model is a combination of county social protection budget, household contribution on a means-tested basis, and a central programme grant. The economic return is direct: each woman freed from full-time elder care who enters or returns to formal or semi-formal employment generates tax revenue and productivity that far exceeds the programme cost.

5.4 Measuring the Care Economy

Kenya will become one of the first African countries to systematically measure and account for unpaid care work in its national statistics. The Kenya National Bureau of Statistics introduces a Time Use Survey as a regular component of its household survey programme — a survey that measures how people of different genders spend their time, including on unpaid care and domestic work.

The Time Use Survey data is published annually on the national gender data portal. It allows the programme to track whether the care economy investments — ECD, elder care, water infrastructure, rural energy — are producing measurable reductions in women's unpaid care time burden. It is also the evidence base for arguing, within the EAC and continental frameworks, for the inclusion of care work in national income accounts.

SECTION SIX

Sexual and Gender-Based Violence — The Economic Case and the Programme Response

6.1 Framing SGBV as a Development Problem

Sexual and gender-based violence is conventionally addressed as a welfare and criminal justice issue. The national programme addresses it additionally as a macroeconomic problem, because that is what it is. The World Bank estimates that SGBV costs Kenya approximately 2–4% of GDP annually in lost productivity, health system burden, reduced labour force participation, and reduced educational attainment of children in affected households. This figure is almost certainly an underestimate because it is based on reported cases, and the reporting rate is estimated at approximately 12% of incidents.

At 2% of GDP conservatively, SGBV is costing Kenya more annually than the entire national health budget and more than half the national education budget. It is the largest single recoverable productivity loss in the national economy. A programme that ignores it while building dams and stadiums is optimising the wrong variables.

The SGBV Fiscal Account

Lost productive years from female victims: estimated Ksh 85–120 billion per annum

Health system burden (treatment, counselling, post-exposure prophylaxis): estimated Ksh 15–25 billion per annum
Reduced agricultural productivity of households affected by intimate partner violence: estimated Ksh 30–50 billion per annum
Reduced educational attainment of children in affected households (lifetime productivity loss): estimated Ksh 40–70 billion per annum
Total estimated annual cost to Kenya: Ksh 170–265 billion. This figure is published annually on the National Governance Dashboard alongside GDP, fiscal balance, and infrastructure spending.

6.2 The SGBV Response Infrastructure

The current response infrastructure is inadequate in two distinct ways: it is insufficient in scale (too few facilities, too few trained personnel, too little budget) and it is insufficiently integrated (the clinical response, the legal response, and the social support response operate in separate systems that victims must navigate independently and repeatedly). The programme response builds integrated SGBV response centres and embeds the SGBV response function in the institutions that already have community reach.

Response Layer	Programme Specification
County SGBV Response Centres	Every county hospital operates a Gender Violence Recovery Centre as a mainstream clinical service, not a special programme. Minimum specification: trained SGBV clinical response team available 24 hours; examination suite with forensic evidence collection capability; post-exposure prophylaxis protocol available within 72 hours; referral pathway to legal aid, counselling, and safe housing. Staffed by full-time positions, not volunteers. Budget line in county health budget, mandatory, not discretionary.
CRC Community Response Points	Every CRC operates a Community SGBV Response Point: a trained CRC officer who is the first point of contact, who can provide confidential information about reporting options, who can accompany a person to the county SGBV Centre if requested, and who maintains a referral directory for legal aid, safe housing, and counselling. This is not a clinical service — it is a trusted community access point that reduces the barrier to help-seeking.
Police Gender Desk — Functional Reform	The Police Gender Desk exists in name across Kenya. This programme makes it functional: every police station above 10 officers must have a designated Gender Desk

Response Layer	Programme Specification
	officer with specific SGBV training (minimum 40-hour SGBV investigation and victim support course). The Gender Desk officer handles all SGBV reports, maintains confidentiality, and has authority to initiate a protection order application on behalf of a complainant who requests it. Gender Desk officer performance is reviewed annually by the county Gender Equity officer.
SGBV Courts	The Justice programme (Haki ya Taifa) establishes specialist SGBV courts as part of the judiciary reform. This document makes the cross-programme obligation explicit: SGBV courts are a gender equity infrastructure requirement, not merely a criminal justice reform. Every county must have access to an SGBV-trained magistrate within Year Three. Target: a dedicated SGBV court session in every county at least twice weekly by Year Five.
Safe Housing Network	A national network of emergency safe housing units — minimum 10 beds per county — for persons fleeing SGBV. Operated by registered NGOs and women's organisations under county government funding agreements. The Housing programme's social rental stock designates a proportion of units in every social housing development as safe housing provision. The number of operational safe housing beds is a national gender equity indicator on the governance dashboard.

6.3 Primary Prevention

The response infrastructure addresses SGBV after it occurs. Prevention addresses it before. The evidence on primary prevention is clearest for two intervention categories: school-based programmes that address gender norms and relationship dynamics among young people, and economic empowerment programmes that reduce the financial dependency that traps victims in abusive situations.

Prevention Programme	Specification
School safety curriculum	The secondary school curriculum includes a mandatory Relationships and Safety module at Form 1 and Form 3 level. The module covers: consent and bodily autonomy; recognition of abusive relationship dynamics; help-seeking and reporting; gender equity and mutual respect. The module is delivered by trained teachers and is not optional. It applies to both boys and girls. It is

Prevention Programme	Specification
	assessed as part of the health and life skills curriculum.
CRC prevention programme	The Community Recreation Centre runs a quarterly community dialogue programme on gender equity and SGBV prevention, open to all adults. The programme is facilitated by trained community facilitators — not lectures, not awareness campaigns, but structured dialogue that allows community members to discuss and challenge prevailing attitudes. The curriculum is developed by gender experts with community input. It explicitly includes sessions designed for men and boys.
Economic empowerment linkage	The most powerful SGBV prevention intervention is women's economic independence. Every economic empowerment element of this programme — the Women's Agricultural Finance window, the dual cooperative membership, the TVET skills pathway, the Women's Programme at every CRC — is simultaneously a prevention intervention. This linkage is explicit in the programme's theory of change and is reflected in its monitoring framework.

6.4 The SGBV Data System

SGBV is systematically undercounted in Kenya because reporting is low, data systems are fragmented, and there is no single national platform that aggregates incidence across the police, health, and social systems. The programme establishes a National SGBV Data System — a confidential, anonymised aggregate database that collects incidence data from police Gender Desks, SGBV Response Centres, and CRC response points, and publishes an annual national incidence report.

The data system does not collect personal identifying information. It collects: incident category, county, relationship between parties, age range of parties, outcome (reported/referred/resolved/ongoing). The annual report is published on the national gender data portal. The SGBV incidence rate — per 100,000 population by county — is a headline indicator on the National Governance Dashboard, visible alongside economic indicators, given that its economic cost is of equivalent magnitude.

SECTION SEVEN

Maternal Health and Reproductive Rights

7.1 The Maternal Mortality Emergency

A maternal mortality rate of 342 per 100,000 live births is not an acceptable rate for a middle-income country with a functional public health system. For context: Rwanda — a country that was 30 years ago emerging from genocide — has a maternal mortality rate of approximately 259 per 100,000. Sri Lanka achieved below 30 per 100,000 in the 1990s on a health budget a fraction of Kenya's. The problem is not Kenya's income level. It is the specific configuration of the health system that prioritises urban tertiary care over the rural emergency obstetric infrastructure that most Kenyan women need.

The programme sets a non-negotiable Year Ten target of 100 per 100,000 and a Year Twenty target of 50 per 100,000. These targets are on the National Governance Dashboard. The Cabinet Secretary for Health is directly accountable for these targets in the same way the Cabinet Secretary for Finance is accountable for the fiscal balance. Missing the Year Ten target by more than 20% triggers a parliamentary review.

Intervention	Specification and Cross-Programme Link
Emergency obstetric care capacity	Every Level 4 hospital in Kenya must be capable of performing a Caesarean section within 30 minutes of the decision to operate. This is the standard used in NICE guidelines and WHO emergency obstetric care standards. Currently many Level 4 facilities cannot meet this standard due to anaesthetic and surgical staffing gaps. The Health programme's facility upgrade plan designates this as a Year Three compliance requirement with a budget allocation. Compliance is monitored by the NGDS.
Skilled birth attendance	Target: 90% of all births attended by a skilled health professional by Year Ten. Currently approximately 60% nationally, with rural rates below 40% in some counties. The Health workforce programme prioritises trained midwives for rural postings. The Community Health Worker programme includes a birth preparedness home visit at 36 weeks for every identified pregnancy.
Transport and referral	Distance to skilled birth attendance is the primary cause of preventable maternal death in rural Kenya. The programme funds: a national obstetric emergency ambulance network with a 60-minute maximum response time target in all counties; a community birth

Intervention	Specification and Cross-Programme Link
	preparedness voucher covering transport cost to a skilled birth facility; and a community telephone referral hotline staffed 24 hours.
Blood supply	Critical shortages of blood products at county hospitals are a direct cause of maternal death from post-partum haemorrhage. The Health programme establishes regional blood product distribution hubs linked to county hospitals. This programme makes blood supply adequacy a gender equity indicator: shortage-related maternal deaths appear on the NGDS as a governance failure, not merely a health system failure.
Postnatal care	The standard of four postnatal visits within six weeks of birth is met for fewer than 30% of rural Kenyan mothers. The Community Health Worker programme mandates four postnatal home visits. The fourth visit includes postnatal depression screening using a validated Swahili-language tool. Positive screens are referred to county mental health services, which are required to have a postnatal mental health pathway by Year Three.

7.2 Contraception as an Economic Right

Modern contraception is a health right, an economic right, and a development right. A woman who can plan the timing and spacing of her children has materially better education outcomes, higher labour market participation, better nutritional status for her existing children, and better health outcomes across her lifetime. The evidence on this is among the strongest in all of development economics.

The programme funds modern contraception at zero cost to the user through all county health facilities and through the Community Health Worker network. There are no conditions on access: no requirement for spousal consent, no age restriction for adults, no religion-based exemption for public health facilities. A public health facility that refuses to provide contraception on grounds of the facility staff's personal religious convictions is in breach of the Gender Equity Act and the user's right to access public health services.

The contraception programme is explicitly not coercive. No woman is pressured to use contraception she does not want. The programme provides access, information, and the removal of financial barriers. Choice remains entirely with the individual.

Boys, Men and Changing Gender Norms

8.1 Why a Boys and Men Programme

Gender equity programmes that address only women consistently fail to produce equity because they do not address the other half of the relationship. Boys who grow up watching their fathers control all household financial decisions become men who control all household financial decisions. Men who have been socialised to understand their masculinity as requiring dominance over women respond to women's economic empowerment with resistance rather than partnership. The SGBV that costs Kenya 2–4% of GDP annually is overwhelmingly perpetrated by men. A gender equity programme that has nothing to say to men and boys is a programme that treats the symptoms while leaving the cause untreated.

The boys and men programme is not in competition with or a dilution of the programme's primary focus on women's structural disadvantage. Women's land rights, agricultural income, maternal mortality, and SGBV prevention are central and non-negotiable. The boys and men programme is additive: it works on the attitudes and economic conditions that produce the behaviours this programme is trying to change.

8.2 The Programme Components

Component	Specification
School curriculum — boys	The secondary school Relationships and Safety module (Section Six) is delivered to boys and girls together. A specific additional module — delivered to boys only at Form 2 — addresses masculinity, emotions, and gender equity directly: what does it mean to be a man in the Kenya this programme is building? The module is not preachy. It is honest about the economic and social pressures on young men and it connects gender equity to boys' own wellbeing — their right to express emotions, to choose non-traditional careers, to define their own masculinity.
Men's mental health	Men's mental health is significantly undertreated in Kenya. The mental health stigma is particularly acute among men and is directly connected to SGBV: men who cannot access mental health support for trauma, stress, and depression are more likely to express those conditions through aggression. Every CRC's programme suite includes a men's wellbeing group — a regular, informal, facilitator-led session that normalises

Component	Specification
	discussion of mental health among men. The facilitator is trained in basic psychological first aid and SGBV prevention.
Fatherhood programme	The Community Health Worker postnatal visit programme includes a specific father engagement visit at Week 2. The visit provides practical information about infant care and involves the father directly in the postnatal health plan. This is not symbolic — active father involvement in early childcare is one of the most reliably documented predictors of reduced SGBV risk in the household over the following decade.
Economic insecurity	A significant proportion of SGBV is driven by men's economic insecurity and the threat that women's economic empowerment poses to male identity when that identity is built on economic superiority. The Labour programme's workforce transition support (for workers displaced by mechanisation and industrial change) specifically includes psychological support components that address identity and purpose — not because of gender equity alone but because the evidence shows that economic transition without psychological support produces social dislocation including domestic violence.
Male champions programme	The national programme recruits and trains Male Champions for Gender Equity in each county — men in positions of community leadership (cooperative chairs, sports coaches, religious leaders, local businesspeople) who publicly model gender-equitable behaviour and who speak about gender equity in their own terms to male-dominated audiences. The male champion is not a government spokesperson. He is a peer. His influence reaches places that government campaigns do not.

SECTION NINE

Formal Employment, Education and Institutional Representation

9.1 The Wage Gap Strategy

Kenya's formal sector gender wage gap of approximately 23–28% on a raw basis, narrowing to 12–16% when controlled for occupation, hours, and sector, represents

both a market failure and a governance failure. It is a market failure because it misallocates labour: the price signal for women's labour is suppressed, leading to underinvestment in women's skill development and underutilisation of women's productive capacity. It is a governance failure because public institutions are among the most gender-unequal pay environments in Kenya.

Wage Gap Intervention	Specification
Mandatory pay audits	All employers above 100 workers submit an annual gender pay audit to the Labour and Employment Directorate. The audit reports median pay by gender by occupational band. Audits are published on the national gender data portal. An employer whose unexplained pay gap exceeds 15% receives a Wage Equity Improvement Notice and must submit a remediation plan within 90 days.
Public sector leadership	The national government sets a target of closing the public sector gender pay gap to below 5% within Year Five. Civil Service gender pay data is published as part of the annual public finance management report.
Promotion and progression	Every employer above 200 workers must publish its promotion rate data by gender annually. Where women's promotion rates are more than 20% below men's in the same occupational band, the employer must explain the gap and demonstrate its remediation plan.
Parental leave	Paid parental leave of 14 weeks for primary caregivers (regardless of gender) and 4 weeks for secondary caregivers is a statutory entitlement for all formal sector workers. An employer who discriminates against an employee for taking parental leave is in breach of the Gender Equity Act.

9.2 The Two-Thirds Rule — Enforcement With Teeth

Article 27(8) of the Constitution of Kenya requires that no more than two-thirds of elected or appointed positions in government bodies shall be of the same gender. It has never been enforced. This programme makes it enforceable by attaching a consequence that is impossible to ignore: any appointment that results in non-compliance with the two-thirds rule is void ab initio.

Application	Enforcement Mechanism
National programme institutions	The board of every institution established under the national programme must comply with the two-thirds

Application	Enforcement Mechanism
	rule from its first meeting. Appointments are made only after the Gender Equity Directorate has confirmed compliance. An appointment that creates non-compliance without GED confirmation is void and any decisions taken at a non-compliant board meeting are voidable at the GED's election.
Cooperative governance	Every cooperative society registered under the Cooperative Societies Act with more than 100 members must have a governance structure that complies with the two-thirds rule. At the first election after the Act's commencement, any candidate whose election would create non-compliance is ineligible for that position. The surplus positions are reserved for the under-represented gender until compliance is achieved.
County programme committees	Every county programme oversight committee established under the national programme complies with the two-thirds rule. County governors who constitute non-compliant committees are personally liable to a Tribunal fine of Ksh 500,000 per month of non-compliance.
Professional leagues	All professional league boards established under the Professional Leagues Governance Act comply with the two-thirds rule. The Sports Regulatory Authority does not issue a league licence to a non-compliant board.

9.3 Women in TVET and Higher Education

Women's enrolment in TVET technical programmes — construction, engineering, plumbing, electrical installation, automotive technology, ICT — stands at approximately 28% nationally and is below 15% in most technical disciplines. The causes are: secondary school career guidance that steers girls away from technical subjects; social expectations about women's work; the physical environment of TVET institutions (inadequate sanitation, lack of safety infrastructure, hostile peer culture in technical departments); and the absence of women role models in the teaching and industry workforce.

Intervention	Specification
Career guidance reform	Secondary school career guidance is redesigned to actively counter gender stereotyping. Guidance counsellors receive gender equity training as a KNQF Level 4 requirement. Schools that demonstrate improved gender diversification in subject choice and career

Intervention	Specification
	aspiration receive a performance incentive in the school capitation formula.
TVET infrastructure	Every TVET institution receives a facility review against a gender safety and inclusion checklist: adequate private sanitation facilities for women; secure changing facilities; anti-harassment policy prominently displayed; a designated women's welfare officer. TVET institutions that fail the checklist receive a compliance notice and a 6-month remediation deadline.
Women in STEM scholarship	A national Women in STEM Scholarship fund provides 5,000 scholarships per year for women enrolling in technical TVET programmes and STEM university courses. Scholarships cover full fees and a living stipend of Ksh 8,000 per month. Funded through the national programme budget for Years 1–10, then from the TVET levy from Year 10 onward.
Maternity protection in education	Women in TVET and university programmes retain their place, their scholarship, and their fee entitlement through maternity leave of up to one year without penalty. An institution that withdraws a scholarship, a place, or a qualification opportunity because a student is pregnant is in breach of the Gender Equity Act.

SECTION TEN

The Twenty-Year Trajectory

10.1 Phase Targets

The gender equity trajectory is not linear. The early years are dominated by legal and institutional establishment — the Act, the Tribunal, the GECC mechanism, the NLC gender field programme. The middle years see the dual-title instruments accumulating at scale as the Housing programme rolls out. The later years see the downstream effects of those structural changes appearing in the data: women's cooperative governance rising, the wage gap narrowing, maternal mortality falling, SGBV incidence declining.

Phase	Targets and Milestones
Years 1–3: Legal and Institutional	Gender Equity Act enacted. Gender Equity Tribunal operational. Gender Equity Compliance Certificate system

Phase	Targets and Milestones
Foundations	live. All national programme institution boards comply with the two-thirds rule from establishment. NLC Gender Field Programme deployed in all Priority Settlement upgrading sites. ADBK Women's Window launched. Women's Extension Service operating in 20 pilot counties. County SGBV Response Centres funded in all 47 counties. Maternal mortality Year 3 milestone: 280 per 100,000 (from 342 baseline).
Years 3–7: Scale and Integration	Dual-title instruments: 500,000 issued to households in the national programme. Cooperative gender governance compliance: 70% of national programme cooperatives compliant with two-thirds rule. WES: operating in all 47 counties. ADBK Women's Window: 200,000 active loans. ECD extended hours operational at all public primary schools. SGBV courts: dedicated sessions in all counties. Maternal mortality Year 7 milestone: 180 per 100,000.
Years 7–12: Structural Change Visible	Women's registered land title: 15% of all titles (from 1% baseline). Gender pay gap — formal sector: below 15% (from 25% baseline). Girls secondary school completion: 70% (from 47% baseline). Women in cooperative governance: 35% (from 18% baseline). SGBV reporting rate: 30% (from 12% baseline). Maternal mortality Year 12 milestone: 100 per 100,000. Kenya crosses 50% urbanisation — the dual-title urbanisation cohort begins to account for a significant proportion of urban land holdings.
Years 12–17: Consolidation	Women's registered land title: 25%. Gender pay gap: below 10%. Girls secondary completion: 80%. Maternal mortality: 80 per 100,000. The first generation of girls who grew up with ECD centres, school sports equality, career guidance reform, and the Relationships and Safety curriculum enters the workforce and the cooperative sector.
Years 17–20: Legacy	Women's registered land title: 40%. Gender pay gap: below 8%. Girls secondary completion: 85%. Maternal mortality: 50 per 100,000. Women in cooperative governance: 45%. SGBV economic cost as % of GDP: below 1% (from 2–4% baseline). The gender equity framework is self-sustaining — no longer requiring intensive remediation and catch-up, but maintained through the standard institutional architecture of the Gender Equity Tribunal, the NGDS, and the GECC system.

10.2 The Cross-Programme Accountability

Every sectoral Cabinet Secretary is personally accountable for the gender equity indicators within their sector. The annual performance review of each Cabinet Secretary before the Parliamentary Select Committee on Gender and Development includes a mandatory gender equity section. A Cabinet Secretary whose sector has failed to meet its gender equity milestones for two consecutive years receives a formal censure and must present a remediation plan within 90 days.

This is not a new accountability mechanism — it uses the existing parliamentary accountability structure. It simply makes gender equity a headline performance metric alongside infrastructure delivery, health outcomes, and fiscal management, in the same way that the national programme treats the maternal mortality rate as a governance indicator rather than merely a health statistic.

10.3 The Institutional Architecture

Institution	Function
Gender Equity Directorate	Policy coordination, GECC issuance, Amendment Schedule monitoring, annual national gender equity report, county Gender Equity Improvement Notices. Reports to Cabinet.
Gender Equity Tribunal	Complaints jurisdiction, enforcement, determination publication, annual Parliamentary report. Operationally independent.
National Gender Data System (KNBS)	Annual indicator publication, Time Use Survey, county breakdowns, SGBV data aggregation. Integrated with National Governance Dashboard.
NLC Gender Field Programme	Dual-title issuance, women's outreach, mobile registration units, community mapping gender compliance. Integrated within NLC structure.
ADBK Women's Window	Women's agricultural finance product line. Reports to ADBK board with a dedicated Women's Finance Committee including minimum 40% women members.
County Gender Equity Officers	One per county, senior management grade, KNQF Level 5 Gender and Development qualification. Coordinates county compliance with the Amendment Schedule, processes GECC applications for county-level programme initiatives, monitors county gender equity indicators.
Male Champions Network	Voluntary, community-led, facilitated by CRC programme staff. Not a government programme — a

Institution	Function
	community programme with government facilitation and CRC platform access.

JINSIA YA TAIFA — The National Gender Equity and Inclusion Vision. *Kenya National Development Programme.*

This document is the overarching gender equity framework for the Kenya National Development Programme. It must be read alongside — and its Amendment Schedule obligations must be incorporated into — every other programme document: Nyumba ya Taifa (Housing), Shamba la Taifa (Agriculture), Viwanda ya Taifa (Industry), Madini ya Taifa (Mining), Utalii wa Taifa (Tourism), Shule ya Taifa (Primary Education), Elimu ya Kina (Secondary Education), Chuo Kuu ya Taifa (Tertiary Education), Afya ya Taifa (Health), Utamaduni wa Taifa (Culture, Sports and Heritage), Maji ya Taifa (Water), and all subsequent programme documents. The Amendment Schedule in the companion document to this vision specifies the exact obligations that apply to each.

PROGRAMME INTEGRATION APPENDIX

Jinsia ya Taifa — Gender Equity — Cross-Programme Integration, Employment Summary and Legal Register

A. Employment Summary

Institution / Role	Permanent	Entry-Level	Entry Qualification and Pathway
Gender Equity Tribunal staff	150	50	Tribunal registrars, case managers — KNQF Level 6 law. Entry via competitive legal service.
Gender Equity Compliance Certification staff (county offices)	470	200	County GECC compliance officers — KNQF Level 5.
Gender equity audit officers (across all programme institutions)	200	100	Embedded in major institutions — KNQF Level 5–6.

Employment Summary	Figure

Total permanent positions (Year 10 steady state)	~820
Entry-level positions (KNQF Level 2–5)	~350
Reference — full programme employment register	Programme Integration Index (PII) Section Two

B. Cross-Programme Linkages

Every linkage below names the specific institution, data system, or instrument that creates the interface. Vague references are not listed — only confirmed operational connections.

Links To	Specific Linkage — Institution, Data System, or Instrument at the Interface
Ardhi ya Taifa	Dual-title default (ARC LAN/1, LAN/2, LAN/3): all new instruments of title name all adult household members unless written election otherwise. This is the most transformative Jinsia intervention — it runs through ArdhiSasa land registration. The ArdhiSasa voluntary dual-registration programme (pre-constitutional amendment) is the demonstrable evidence base for the Year 5 referendum campaign.
Ulinzi na Usalama	GVIU (Gender Violence Investigation Unit) is the prosecution end of Jinsia's SGBV response architecture. The SGBV referral chain: Jinsia Gender Desk receives report → GVIU investigates → SGBV specialist court (in CJH) prosecutes → NLAS advocates the survivor. Without GVIU, the SGBV response architecture has no criminal justice endpoint.
Shamba la Taifa	Women's cooperative window: ADBK allocates minimum 30% of its cooperative lending portfolio to women-led cooperatives (Jinsia ARC). KAERS female extension officer recruitment target: 50% of new KAERS officers by Year 5 (Jinsia ARC GEN/2).
Jamii na Ustawi	Carer's Allowance (Jamii) is a Jinsia gender equity intervention: unpaid family carers (disproportionately women) receive a statutory payment that makes their labour visible to the formal economy. Child Benefit priority for female-headed households and OVC households (Jamii ARC from Jinsia schedule).
Mfumo wa Katiba	Gender Equity Act — Tier 1 Year 1 legislation (appointments violating the two-thirds rule are void). Constitutional Amendment 4 (dual-title, Article 40) — REFERENDUM PATHWAY required. The referendum campaign message and evidence base are in Mfumo wa Katiba. The referendum year (Year 5) gives 4 years of KNDP gender programme evidence to build the campaign.

C. Legal Instruments and Constitutional Protection

Legal Instrument	Year	Pathway

Gender Equity Act — tribunal, GECC, two-thirds rule enforcement (appointments void)	Year 1	Simple majority
Constitutional Amendment 4 — Dual-title (Article 40) — ALL ADULT HOUSEHOLD MEMBERS on title	Year 5	Article 255 — NATIONAL REFERENDUM
Gender Equity in Employment Regulations — two-thirds compliance in all public appointments	Year 1	Statutory Instrument under Gender Equity Act

D. Live Metrics and Accountability

Full cross-reference detail: Programme Integration Index (PII) — Sections 1, 2, and 3.
Live metrics: Gender Equity Dashboard. Annual (published on International Women's Day): two-thirds rule compliance rate across all public institutions and programme corps, women's land registration rate (ArdhiSasa data — % of new titles with female co-registrant), ADBK women's window disbursement, GVIU prosecution rate for SGBV cases. Monthly: Gender Equity Tribunal case resolution rate.